

HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT

SECTION 33: LETTERS OF AGREEMENT

June 26, 2001

Ms. Sharon Soper, Master Executive Council President  
Association of Flight Attendants  
c/o 500 University Avenue, #125  
Honolulu, HI 96826

Dear Sharon:

Per our discussions with you, Diana Huihui and David Alexander, the following will be the methodology we will use in determining the hourly rate of pay for flight attendants on temporary modified "light" duty due to worker's compensation injuries/illnesses. This method will be effective June 1, 2001 and will apply to any flight attendant who was placed on temporary modified duty from June 1, 2001.

- The hourly rate of pay will be calculated by taking the total flight attendant pay and credit plus first flight attendant pay and International Override for the last six (6) months prior to the date of injury; divide by six to get an average monthly amount. Then divide this amount by 173.33 to determine the hourly rate for temporary modified "light" duty.

Should you have any questions, please feel free to contact me.

Sincerely,

Bronach Cole  
Senior Director, Labor Relations

BC: pa

HAWAIIAN AIRLINES  
FLIGHT ATTENDANT AGREEMENT

SECTION 33: LETTERS OF AGREEMENT

cc: D. Alexander/Asst. Mgr. of Collective  
Bargaining – AFA  
D. Huihui, AFA Negotiating Chairperson  
R. Yamanaka, Senior Vice-President, People Services Group  
A. Nonaka, Senior Director, Employee Benefits  
P. Akimoto, Benefits Administrator